

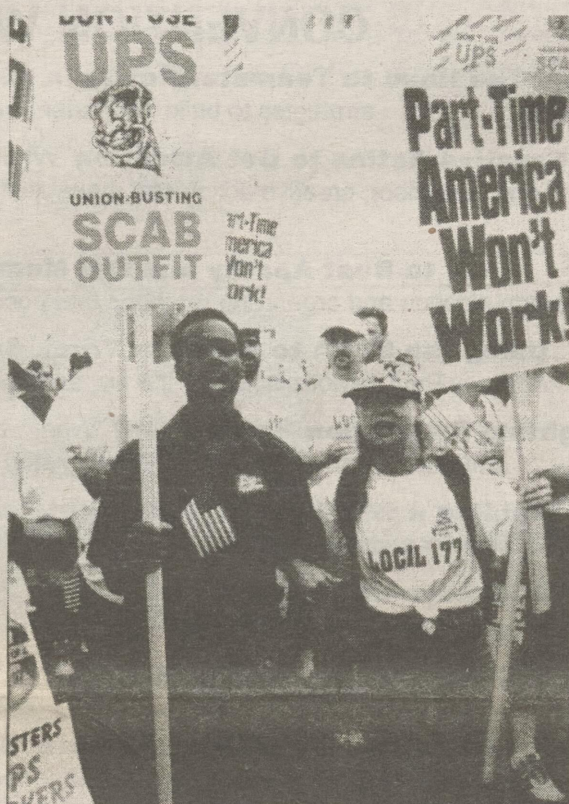
UPS Strike Anniversary Issue

CONVOY DISPATCH



VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

August 2001 # 195

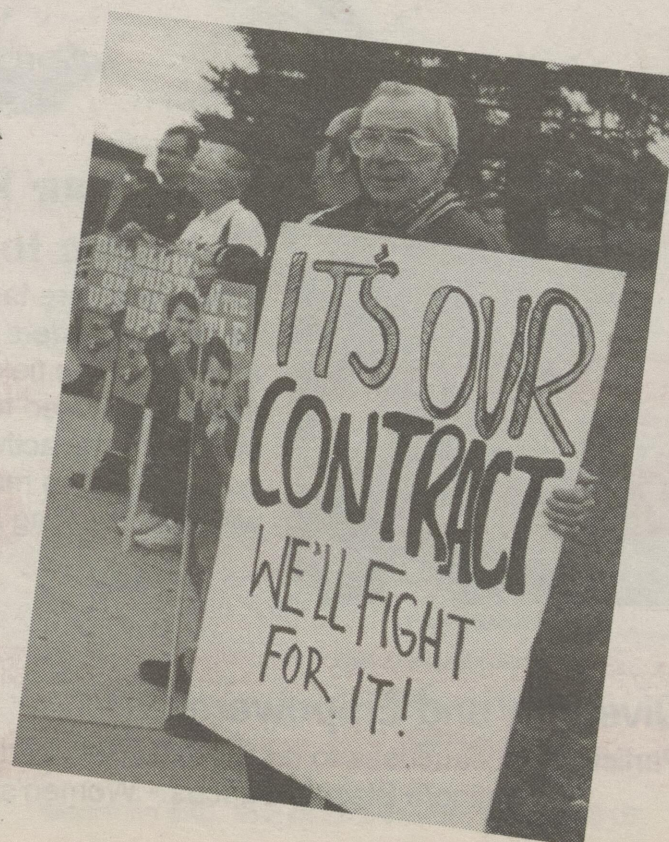


UPS Upset!

Teamster members shocked the world when we took on UPS in the 1997 strike — and won. How can we use the lessons of that victory for *all* Teamsters?

Inside ...

- ▶ Gearing up for the next UPS contract
- ▶ Mobilizing for victory in freight
- ▶ Winning better contracts with rank and file power
- ▶ TDU Rank & File Convention Sept. 21-23



TDU Convention 2001

The Road to Teamster Power

For 25 years, Teamsters have been building the TDU movement to make our union a real members' union — one that fights to take on employers and defend our contracts, one that is democratic, free of corruption, and actively organizes and mobilizes members to have more power.

We have made a difference. After years of fighting to secure the right to vote, the old guard was forced to change our Teamster Constitution at this year's Teamster Convention — the same officials who opposed every democratic reform over the years. They are trying to look like reformers, but they continued to block all motions to build real Teamster power.

Our 26th TDU Rank & File Convention will give you a real voice in your future.

Meeting the Challenges

The next leadership of our union will face many serious challenges. Our movement will have a role in helping our union confront these challenges:

- Winning major gains in the upcoming contract

battle with UPS

- Rebuilding Teamster power in freight
- Launching successful organizing drives in our union's core jurisdictions
- Building strong local unions that mobilize the members and coordinate with each other and the International to maximize Teamster power
- Defeating corporate "free trade" and promoting International workers solidarity
- Forging a Teamster civil rights agenda that opens our union to African American, Latino and other minority workers participation and leadership, challenges discrimination in our shops and in our union, and positions the IBT to organize

and mobilize the multicultural workforce of the 21st Century.

We know we can have a better union. When we build real rank and file power, we do win. This convention is your opportunity to get further education and tools you can use. Make your plans to take part.



Learn Your Rights, Get Tools to Fight

Workshops are taught by experts, Teamster leaders and rank and file activists in the field. Choose from sessions geared toward new members or newly active, and more experienced. The materials provided will help you long afterward.

Diversity and Empowerment

Participate in caucuses to discuss building leadership and issues.
Latino/a Black ♦ Caucus ♦ Women's Caucus

CONVENTION WORKSHOPS

The Road to Teamster Power in 2002 Discuss issues and strategies to build Teamster power beyond the election.

Creative Action to Get Attention Whether on the picket line or the shopfloor, creative action can make an impact and get members involved.

How to Beat Apathy and Get Members Involved Learn communication and organizing methods that boost member participation.

Using the STAA to Fight for Truck Safety and Your Job Attorney Paul Taylor discusses the law and how to fight for your rights.

Fighting Production Harassment What warehouse, UPS workers, and other Teamsters need to know to stop production harassment.

Building a Winning Contract Fight Learn the nuts and bolts to fight for a stronger contract when you're not at the bargaining table.

Phonebanking to Get Out the Vote Phone banks will make a difference in the IBT or any election. Learn how to set one up in your area.

Running for Local Union Office How to run and win your campaign for local office.

Leaflets and Newsletters that Work Get your message across to organize, fight for your contract, or win your election.

Winning Grievances The basics on effective grievance writing, investigating, and presenting.

Health and Safety Organizing on the Job Hear from experts and activists on organizing to win strong safety protections.

Fighting Mid-Contract Changes Attorney Robert Schwartz discusses the company's obligation to bargain over changes in work rules, attendance policies, schedules and job assignments.

Legal Rights on the Job and In the Union Understand the laws and Teamster rules from a Teamster member's viewpoint.

Legal Rights of Union Stewards Attorney Robert Schwartz explains your rights under the Weingarten rule, getting information from the company, and NLRB protection from imposed contract changes.

Pension Rights Planning your retirement or getting the run-around from the pension fund? Know your rights.

Cross-Border Trucking, FTAA and the Corporate Agenda How are corporate and government policies impacting workers?

History of TDU and Teamster Reform What our reform movement has accomplished — our history, issues, and strategies.

Building Shopfloor Unity and Power Learn organizing basics to build a member network, recruit volunteers, and mobilize for more power on the job.

How to Make Your Local Work for You Change your local by reforming your bylaws and building a rank and file caucus.

Meetings that Get Members Coming Back Planning and conducting good meetings that build member involvement.

Bargaining Strategies that Win Learn negotiating tactics, employer tricks, and other ways to prepare to win a strong contract.

Note: This list is subject to change.

Sept. 21-23, Pittsburgh



"At the Teamster Convention it was easy to see who really represents the interests of members — who was willing to take a stand, not to raise their own benefits, but to fight for what would benefit Teamster members. I was proud to be a reform delegate.

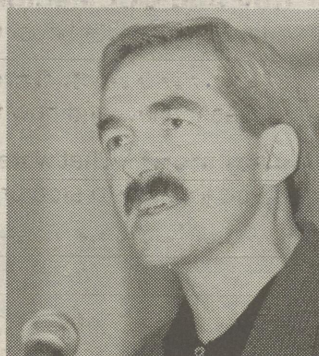
"I experienced how valuable the reform movement is to our union and TDU's significant role in educating members to lead. TDU helped our delegates win our election and prepared us for what was to come. I look forward to attending my first TDU Convention to take part in the fight for real change."

Christine Royster, Local 743 delegate
Candidate for Central Region Vice President
Tom Leedham Rank & File Power Slate



Meet

Tom Leedham
 President, Local 206
 Candidate for
 Teamster General
 President



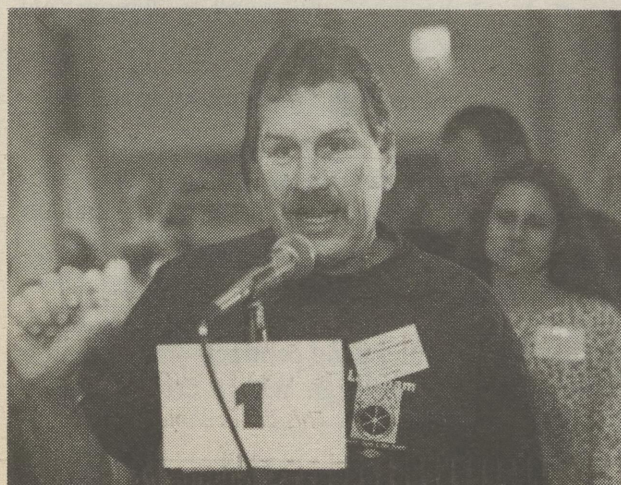
CONVENTION INFORMATION • REGISTER NOW!

- ▶ The convention begins on Friday at 1:00 p.m. and ends Sunday at 3:30 p.m.
- ▶ All events will take place at the Hilton Pittsburgh Hotel, a union hotel located at 600 Commonwealth Place, Gateway Center, Pittsburgh.
- ▶ Reserve Rooms using the form below in order to get the special group rate.
- ▶ Get an Early Discount if you postmark your registration by Sept. 1.
- ▶ Childcare available by reservation only: Contact TDU before August 24 to make arrangements.
- ▶ Good Airfares are available from many cities. Contact TDU for information, 313-842-2600.

Plan Regional Strategies to Take On Employers

UPS ♦ Airborne ♦ Freight ♦ Carhaul
 Airlines ♦ Wastehauling ♦ Warehouse
 Grocery ♦ Food Processing
 Healthcare, and more

- ▶ Meet with Teamsters in your industry or company.
- ▶ Discuss problems and strategies to take on issues.
- ▶ Coordinate plans to fight for stronger contracts, defeat two-tier contracts, and fight production harassment.
- ▶ Develop an ongoing network of Teamsters to share information.



TDU RANK & FILE CONVENTION, SEPT. 21-23

GET EARLY DISCOUNT!

Postmark your registration no later than Sept. 1 and receive \$10 discount (\$5 for one day) with 50 percent deposit. See below for travel discounts that may also apply.

CONVENTION REGISTRATION

Includes cost of all convention materials, meeting space, coffee breaks, meals and Saturday banquet and program.

HOUSING

Reserve rooms through TDU at special group rate. All rooms \$90 per night (tax included), for one or two people. If sharing cost of room, please indicate other party.

MEMBERSHIP

If not a member of TDU, join today. Includes subscription to *Convoy Dispatch*.

DISCOUNTS

Early registration and travel discounts for Teamsters and spouses. Enclose full payment or 50 percent deposit to receive early registration discount.

CREDIT CARD PAYMENT

Visa/MC # _____

Exp. date ____/____/____

TDU invites all Teamsters interested in defending our contracts and reforming our union to join us and attend the convention. We do reserve the right to exclude those who are opposed to TDU and its principles.

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Phone (____) _____ Company _____

If registering for others please include same info.

of people

Fri., Sat. & Sun. \$190 x _____

Sat. & Sun. 155 x _____

Sat. only 115 x _____

Total Registration Cost = _____

_____ single room

_____ double room with _____

☐ Thurs. ☐ Fri. ☐ Sat. ☐ Sun.

of nights x \$90 = Housing Cost = _____

☐ \$35 - one-year membership

☐ \$85 - three-year membership

☐ \$20 - spouses, retirees and Teamsters grossing under \$17,000

Membership Cost = _____

TOTAL COST = _____

_____ \$10 if postmarked by Sept. 1 (\$5 if one day)

_____ \$10 travel over 500 miles one way

_____ \$20 travel over 800 miles one way

Total Discount = _____

Cost minus discounts = _____

AMOUNT ENCLOSED = _____

BALANCE DUE = _____

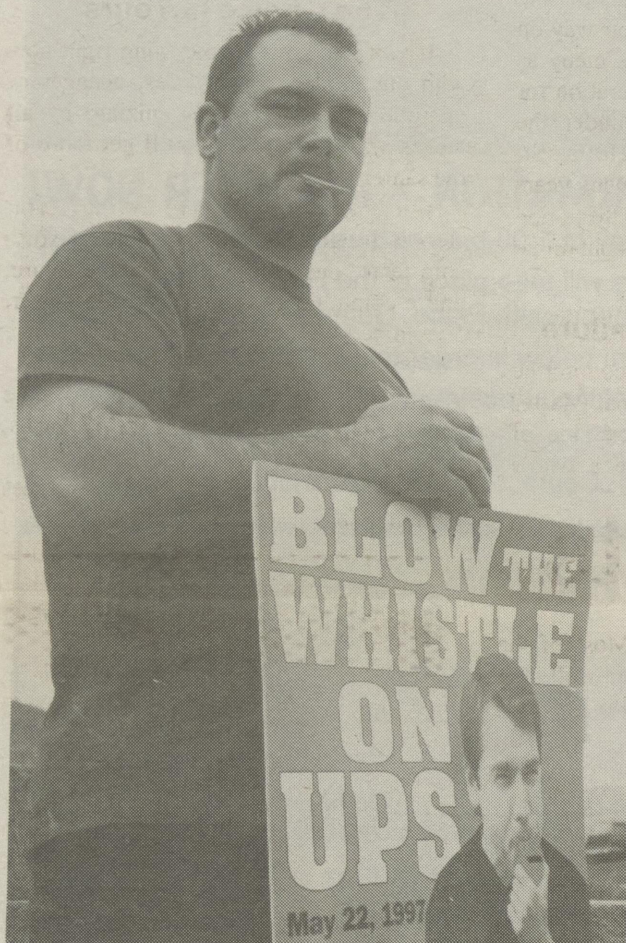
Return to: TDU, Box 10128, Detroit, Mich. 48210

Lessons of the '97 UPS Contract Campaign

The 1997 UPS strike is widely considered to be North America's biggest labor victory of the 1990s.

Labor experts credited the year-long contract campaign launched by the International Union to be the key to the strike's success.

What lessons can be learned from the 1997 UPS Contract Campaign so that our union can win bigger gains at UPS in 2002—and in the upcoming national negotiations in freight and carhaul?



BUILDING UNITY THROUGH ACTION: Teamster members "blew the whistle" on subcontracting and supervisors working in at centers across the country on a May 22 National Day of Action.

Rank & File Unity Wins Good Contracts

The IBT launched its contract campaign on the heels of the contentious 1996 Teamster election in which the majority of local union officials supported James Hoffa, not the winner Ron Carey.

UPS management thought that political opposition of some union officials to Carey would mean that the Teamsters would be weak, divided and unwilling to take on a major fight to win the union's demands.

But, the International made unifying working Teamsters the number one goal of the contract campaign. UPS Teamsters filled out bargaining surveys, signed petitions, were kept up-to-date with contract bulletins and built unity with parking lot meetings and rallies.

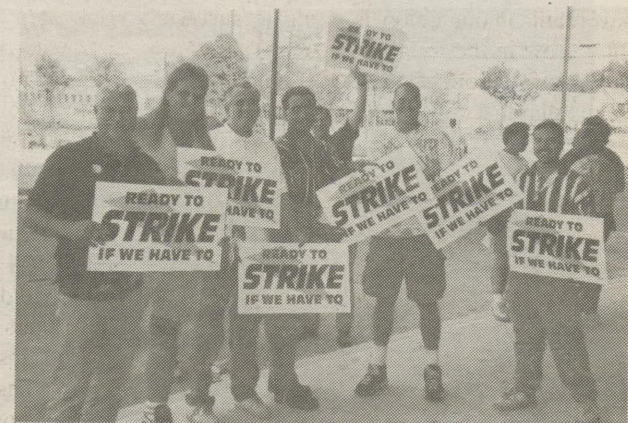
The IBT hired UPS Teamsters to coordinate contract campaign efforts in key areas. These coordinators worked with local officers wherever possible and went around them where necessary to make sure that working Teamsters were informed and involved in the contract campaign efforts.

Whatever divisions existed among Teamster officers because of union politics were overcome by the fact that Teamster members were organized and prepared to fight to win real gains.

Members Need a Real Say and Stake in the Fight

The UPS contract campaign began with bargaining surveys that were filled out by tens of thousands of Teamster members.

These surveys were not just for show. They were not used to generate a laundry list of demands that negotiators had no intention of really pushing for at the table. Instead, the surveys were used to define a core of specific bargaining demands that gave all UPS Teamsters a stake in the



RANK & FILE PRESSURE: Where officials dragged their heels, TDU members organized their own contract campaign rallies and sent UPS the message that working Teamsters were ready to strike if they had to.

contract fight.

Teamster members knew what they were fighting for and they mobilized to win specific demands: 10,000 full-time jobs, an end to subcontracting, higher wages including an extra \$1 per hour increase to narrow the wage gap between part-timers and full-timers, and a Teamster pension plan.

That's a dramatic difference from the old guard method of vague, tough talk followed by a sales job to push through a weak contract as "the best you're going to get."

A Good Contract Campaign Builds Unity Through Action

The UPS contract campaign was much more than an information campaign. It was an action campaign.

Members submitted 100,000 petition signatures to UPS demanding more full-time jobs. Parking lot rallies were held prior to bargaining sessions. Teamster members used tens of thousands of plastic whistles distributed by the IBT to "Blow the Whistle" on subcontracting and supervisors working.

As the strike deadline grew near, some locals organized informational picket lines with signs that read, "Just Practicing." At other centers, TDU members sponsored rallies featuring "Ready to Strike" signs.

It takes more than bulletins, stickers and slick materials to make a contract campaign. At its heart, a real contract campaign uses actions at the workplace to build members' unity and to demonstrate our resolve to the employer.

Ready to Strike If We Have to

To be effective, a contract campaign has to be backed up with a credible strike threat. When UPS called the Teamsters' bluff in 1997, the result was an aggressive national strike that built broad community support and won all of the union's demands.

Nobody wants to strike. But the best way to avoid a strike—and to win a good contract—is to back up a strong contract campaign with a credible strike threat.

Contract Campaigns vs. PR Campaigns

Unlike previous old-guard administrations that kept members completely in the dark, the Hoffa administration has aggressively used PR materials, including bulletins and videotapes, during contract negotiations.

But there is a big difference between a PR campaign designed to sell a contract and a contract campaign that's designed to win major gains.

Contract Campaign

Early start to build unity and involvement and prepare for strike, if necessary.

Unites members through actions at the workplace.

Focus is on rank and file activities in the centers.

Leadership's job is to mobilize the membership.

PR Campaign

→ Late start, when it's time to sell the contract.

→ Substitutes flashy PR materials for actions.

→ Focus is on bargaining in D.C. and Atlanta.

→ Leadership's job is to bargain and sell the contract as "the best you're going to get."

More of the Same or Real Change?

The Future of Freight Teamsters

By Mark Serafinn

The National Master Freight Agreement needs more than a tune up. It needs an overhaul, if our union is going to survive and grow in the freight industry. There are a lot of lessons from the UPS contract campaign that we should take a look at.



Mark Serafinn is a former CF road driver and steward and the President of Local 722 in Illinois. He has served on various grievances panels and on the Central Area Freight negotiating committee. He is running for Central Region Vice President on the Tom Leedham Rank & File Power Slate.

We need a contract campaign, starting now. We need meetings across North America with freight Teamsters, to arrive at a program of key demands to preserve our jobs and expand our bargaining power.

We don't need more PR, we've got plenty of that.

In 1997 at UPS our union leadership took action, strong and early. Working UPS Teamsters were pulled off the job for a year to work full time with members, building a unified fighting force of Teamsters that could win the battle.

But instead of that kind of action, Hoffa has filled important Teamster freight positions with political cronies. Experience, competence, or even time in the freight industry are not requirements under Hoffa.

Not One Terminal Organized

Hoffa has been in office over two years and hasn't organized a single freight terminal. He's cut the organizing budget to almost nothing, and spends the money on multiple salaries.

We need to launch a national freight organizing department as part of our

contract campaign.

Look at the Overnite situation. Unfortunately we see mostly symbolic actions and legal maneuvers, and every month a new promise from Hoffa.

PR and Promises, But No Action

The grievance procedure is broken. We need to reform the grievance panels and change of operations committees, right now. The right to strike over deadlocked issues must be restored to bring back the enforcement power of the NMFA. The companies get their way on every change of operations, as many as they want, without any consideration for the freight members' rights under the agreement. When James R. Hoffa, Sr. negotiated the first NMFA so many years ago he never envisioned that the union side of the committees would contain so many incompetent people.

Hoffa's Record of Failure

Look at the negotiating committee that bargained our last National Master Freight Agreement: The union side of the signature page reads like a who's

"If you want a future for the Teamsters in freight, then support a new leadership team, one with a plan for the future, and a commitment to rank and file power."

who of Hoffa vice presidents. They told us that this contract was the best thing since sex. They didn't do a thing to put the members into the equation, or to deal with the future of our union in freight.

The Choice is Yours

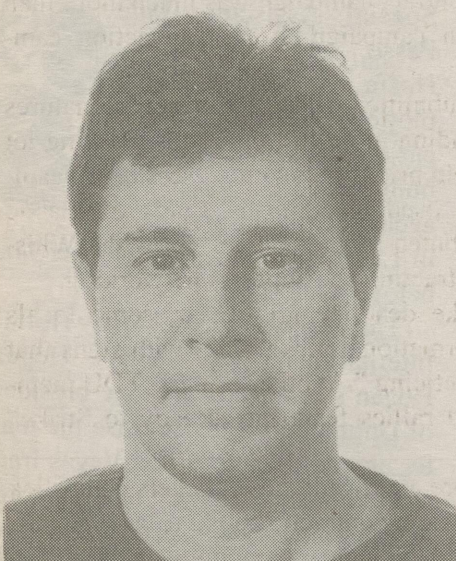
If you like what's happening right now with our contract, grievances, changes of operations and freight organizing, by all means vote for Hoffa. You'll get more of the same.

But if you want a future for the Teamsters in freight, then support a new leadership team, one with a plan for the future, and a commitment to rank and file power. I've joined the Tom Leedham Rank & File Power slate to help make that happen.

Freight won't be forgotten and won't be a photo-op. We're going to bring locals, stewards, and members together as Teamsters in a fighting force, with resources behind them.

What UPS Management Wants

In past issues we have highlighted the innovative demands that our union can win in the upcoming UPS contract. These include: stop subcontracting; create at least



"We should be gearing up to fight UPS now. UPS is preparing to fight already."

"The IBT needs to get members involved in actions that show rank and file unity. We need to hold rallies, petition drives and demonstrations to show our resolve on key demands such as an end to mandatory overtime and guaranteed retiree health care."

"Action is the key to success, and the time to act is now."

Todd Hartsell
Local 90, UPS
Des Moines, Iowa

10,000 more full-time jobs; eliminate two-tier wages; eliminate Article 40; boost pensions and win retiree health care; bargain for protections with new technology; more safety rights on the job; Martin Luther King holiday; and grievance procedure rights

UPS will come to the bargaining table next spring with a number of counter demands to try to sidetrack us. They know wages will be improved, but they will try to limit that. Their main goal will be to gain more "flexibility" and decrease jobs and union strength through increased productivity and greater use of technology.

They will attempt to use every possible division among us: young/old, full-time/part-time, mileage/hourly, and so on.

Here are some key goals that UPS management will be trying to get from us.

Eliminate Skilled Jobs

In newer buildings UPS is abolishing skilled sorter and preload jobs through the use of scanners. Total Track is another example; it will devalue drivers' knowledge and make package car work more stressful.

These are only the tip of the iceberg. That's why other unions, such as the CWA at Verizon, are now bargaining over technology and expanding the bargaining unit.

Expand Mileage Runs

Management wants full discretion to

use mileage or hourly runs. Most of the mileage runs so far have paid well, but those are the bait to get more. Management will try to divide mileage versus hourly to lower the number of jobs and labor costs in the feeder department.

Part-Time Work and Full-Time Jobs

Management can be expected to exploit the tensions they created when they eliminated some of the best part-time jobs in the creation of 10,000 full-time jobs. We need to win protection against that problem as we win an additional 10,000 (or more) full-time jobs through combining 20,000 part time jobs.

Premium Service and Brokers

The contract has language giving management leeway on Premium Service. They will aim to widen this loophole; we need to tighten it.

Company Control of Pensions

Although we slammed them hard on this one in 1997, they will ask again to put all Teamsters into a company plan. With some Teamster plans — such as Central Pennsylvania — paying crummy benefits, they have an opening.

Also, they will claim they have to put more money into health and welfare plans, so they cannot afford to increase payments into our pension plans.

Each one of these demands can be addressed. Our own reasonable demands for progress, not concessions, must be the starting point for discussion. The time to start is now.



"Our contract campaign is what got us to our victory in the 1997 UPS strike. Building that campaign at our center built members' confidence and strength like never before. When part-timers wore stickers and management said they had to take them off or go home, they chose to go home. Arkansas is not known as a strong union state, but our campaign gave us the power to stand up and win in Jonesboro."

"I'm afraid the IBT is not going to organize members to win. We need to be building now. I'm looking forward to discussing our strategy with other Teamsters from UPS at the TDU Convention. I encourage anyone with a stake in this next contract to come to Pittsburgh and take part."

Suellen Lloyd
Local 878, UPS
Jonesboro, Ark.

Teamster Finances: The Facts

Are the finances of the International Union in order? Is there a balanced budget? Is more money going into organizing or into multiple salaries?

TDU, with the aid of financial experts, has reviewed a number of documents including the "Officers Report" produced for the IBT Convention, LM-2 financial reports on file with the Department of Labor, and audited financial statements of the International Union.

This research has shown that James Hoffa is playing politics with the

members' money, and trying to cover it with certain myths.

Teamster members deserve the facts, not propaganda. Only TDU, as an independent watchdog organization, consistently reports such facts, like our annual "\$100,000 Club" (watch for our next issue!), no matter who is in office.

Here are the facts on the finances of our International Union. If you have questions or comments, contact TDU today. This is about your Teamsters Union.

Myth #1: Hoffa 'got the finances in order and balanced the books.'

The Facts

Hoffa has not balanced the books. The International Union is running a deficit every month.

The Hoffa administration in 1999 and 2000 spent \$16.7 million more than they took in during that 21-month period. In 1998, the year prior to Hoffa taking office, the union ran a surplus.

The Hoffa administration has covered up the deficit by using two accounting gimmicks, both involving their officials-only pension plan.

They took a "negative expense" (a credit on the books) of \$18.4 million from the Teamster Affiliates Pension Fund, a windfall accounting move that is possible because the Carey administration froze this officials-only pension plan in 1994. This did not put any money in the treasury, but moved it around on paper, and cannot be repeated next year.

They also siphoned \$6.4 million out

of the Affiliates Plan and the Family Plan, claiming back rent for the past five years — another one-time windfall that has to do with events before they came into office.

These accounting gimmicks with pension money may help cover-up this year, but the fact is that the Hoffa administration is spending more than it is taking in, by about \$800,000 per month.

In fact, if the International Union would release to the membership its six-month audit for the first half of 2001, the facts would show a large deficit on operations. Perhaps that's why they have refused members' written requests for the information.

The Bottom Line

The Hoffa administration has used accounting windfalls involving an officials-only pension plan so they could claim that they "balanced the books" in an election year. They are taking credit for what was done

during the Carey administration.

Just as bad — or worse — the Hoffa administration has shifted priorities away from members and toward perks for officials.

They have increased payments for multiple salaries by 478 percent. This includes the 115 Hoffa appointees who get multiple salaries. More millions would be saved if Hoffa and his elected running mates would live up to their pledge to "cut and cap" their own multiple salaries.

They have increased payments for officials' pensions and benefits by

18 percent.

They have increased payments for PR by 49 percent, money that goes to high priced consultants like Richard Leebow, who was caught making an illegal \$167,000 employer contribution to Hoffa's 1996 campaign.

This fattening up is paid for by cutting strike benefits and organizing. As a result our union has shrunk by 11,000 members since Hoffa took office, dipping below 1.4 million for the first time in decades. Teamster power is eroding, while top Teamster officials are fattening.

The High Cost of Corruption

How much does corruption in our union cost members? Plenty!

Take just one example.

In May the Independent Review Board (IRB) charged that Hoffa's

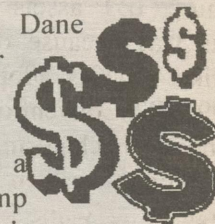
Special Assistant Dane Passo and other Hoffa officials plotted to give a cut-rate contract to a nonunion temp agency, United Services, in Las Vegas, at a rate \$10 per hour below union scale.

The deal was cooked up by Hoffa's International rep Billy Hogan; Hogan's brother is the vice president of United Services. Because the master agreement in the Las Vegas trade show industry has a "most favored nation" clause, this deal could have lowered the wages for 1,400 Teamsters in the trade show industry.

Figure it out. A \$10 per hour cut, for 1,400 Teamsters, for 2,000 hours, would have been \$28 million a year stolen from Teamster members. This one corrupt deal could cost members \$28 million!

Now multiply that by how many other deals are going down that do not get exposed and stopped.

When some Teamster official says fighting corruption is too costly, tell him *it's corruption that is too costly!*



Spending Priorities Have Shifted from Members to Officials

Fact: Hoffa has increased expenses for these items:

	Prior to Hoffa yearly average 1/96-3/99	Hoffa Administration yearly average 3/99-12/00	Increase
PR and magazine	\$4.1 million	\$6.1 million	up 49%
Officer and staff pensions	\$5.5 million	\$6.5 million	up 18%
Multiple salaries and expenses for officers	\$.9 million	\$4.3 million	up 478%

Fact: Hoffa has cut funding for these membership items:

	Prior to Hoffa yearly average 1/96-3/99	Hoffa Administration yearly average 3/99-12/00	Decrease
Strike benefits	\$6.3 million	\$4.2 million	down 33%
Organizing	\$3.8 million	\$1.4 million	down 63%

acts and the Myths

Myth #2: The biggest expense we have in the IBT budget is 'government oversight.'

The Facts

The truth is that less than one cent of every member's dues dollar goes to cover the cost of rooting out corruption by the Independent Review Board (IRB), far less than is paid for multiple



Less than one cent of your dues dollar goes to the IRB to rid our union of corruption!

salaries and pensions for officials.

The total cost of the IRB over the past nine years has not been "\$100 million," as Hoffa propaganda continually claims. A review of union financial records reveals it has been \$30 million, or about \$3 million per year.

On page 44 of the Officers Report distributed at the Teamster Convention we find that the total cost of "government" in the past 12 years is \$79 million, but this includes:

- \$10.7 million in legal fees spent defending Hoffa's pals such as Weldon Mathis (whose son is Hoffa's political director), Walter

Shea, Bobby Holmes and other Hoffa allies. This was spent from 1987 to 1991.

- \$12.2 million in other costs associated with the racketeering lawsuit and consent decree during that 1987 to 1991 period.
- \$22 million to cover the costs of our delegate and IBT officer elections in 1991, 1996 and 1998.

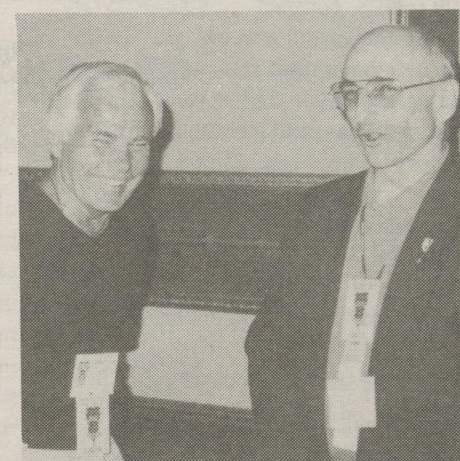
The Bottom Line

The Hoffa administration is lying about the cost of the IRB to scare members, to try to get rid of any effective oversight that might remove corrupt officials in Hoffa's administration. His Special Assistant Dane Passo, his former running mate Billy Hogan, and his life-long associate Mike Bane have all been either charged or convicted by the IRB in the past two months. Those are facts.

All Teamsters share the goal of cleaning up our own house, without the need for the IRB, but Hoffa has done zero to make this possible.

Hoffa claimed he would make the

IRB unnecessary when he launched his RISE program which was supposed to root out corruption. But RISE has accomplished nothing, after two years and millions of dues dollars, except holding press conferences for Hoffa. (See below.)



RISE consultant Ed Stier (right) confers with Joint Council 25 president Billy Hogan outside Hoffa campaign headquarters at the recent IBT Convention. Four weeks earlier Hogan was charged by the IRB with selling out Teamsters to benefit a non-union company whose vice president is Hogan's brother.

Myth #3: Ron Carey drained the treasury.

At the recent IBT Convention, the lies about union finances under Ron Carey's term reached monumental proportions. Each Hoffa official seemed to try to top the last one in lying.

The Facts

From 1991 to 1996, during Carey's tenure, IBT assets did decline. But this was because of an increase in strike benefits adopted at the June, 1991 IBT Convention to \$200 with no funding mechanism. As a result, the strike fund was depleted over the next three years, while Hoffa and supporters blocked any meeting of minds to try to deal with the problem.

At that 1991 convention, 85 percent of the delegates were old guard supporters, in most cases the same ones now backing Hoffa.

The IBT lost \$39 million in net assets in 1991 alone, before Ron Carey ever took office in 1992, largely because of the strike benefits.

Assets, mostly in the strike fund, were \$154 million when Carey took office in 1992, and when Hoffa took office they were only \$8.6 million, a decline of some \$145 million. But two items account for over 99 percent of that decline.

First, during that period the IBT paid \$126 million in strike benefits. And second, the IBT recorded \$18 million of expenses for the Teamster Affiliates Pension Plan which the old guard had set up to provide an extra pension for officials, and which the

Carey administration froze in 1994.

Excluding those two items, the assets declined by only \$1 million in that seven-year period, despite the IBT paying for election costs, the 1996 convention, and the cost of the IRB.

The Bottom Line

The Teamsters Union was never bankrupt, but its strike fund was depleted because benefits were increased in 1991 with no funding mechanism.

When Hoffa ran for office in 1996, he promised to "quadruple strike benefits with no dues increase," but instead has cut money being paid to strike benefits, frozen at \$55 per week, and put the fat on his own salary, multiple salaries and increased perks for his appointees, and PR for himself.

The Hoffa administration has not balanced the budget, but is running a deficit on operations of \$800,000 a month or \$10 million a year. Accounting gimmicks may appear to balance the books, but the truth will be evident as soon as the Hoffa administration is forced to reveal the results of the audits for this year.

What *has changed* under the Hoffa administration are the priorities: organizing and strike benefits are cut, and multiple salaries, perks and PR costs are increased.

Bloated salaries, perks and PR will not restore Teamster power. Nor will election-year myths and cover-ups.

Hoffa's RISE Program

Millions for Nothing

For two years the Hoffa administration has spent millions of dollars on "RISE," which stands for Respect, Integrity, Strength, Ethics. In 1999 Hoffa promised, in writing, that RISE would develop a code of ethics and put a hearing panel to clean up corruption into effect before the end of last year.

One more broken promise.

No code of ethics was revealed at the recent IBT Convention. RISE did two things in Las Vegas: held a press conference to praise Hoffa, the day after the *New York Times* ran an article on the depth of corruption in his administration; and gave out refrigerator magnets, pens, CD holders, and lapel pins.

We were promised a program to clean up corruption. But we got something very different: a PR game designed to get rid of the IRB, which recently found serious corruption among Hoffa's top aides.

The RISE Resolution that Hoffa pushed through the convention states that RISE will not even be launched unless Hoffa can make a deal with the

Republicans to end the IRB. So members are supposed to trust Hoffa to set something up, and appoint people to investigate his own aides, *after the IRB is gone?* Why not start it now, and show members what it will do? Perhaps because it would become obvious that it will do nothing against corruption in high places.

RISE itself does not operate in an ethical fashion. When Hoffa's RISE resolution came to the floor of the convention, numerous delegates were at the mikes, all ready to demand that members be informed *how much of our dues money has been spent on RISE, and who got it.* Hoffa refused to allow any questions.

So Hoffa's ethics program has a secret budget, payroll in the millions, and has accomplished nothing in two years.

Numerous Teamsters have called or written to RISE about serious problems of corruption, sellouts, and suppression of Teamster members' rights. Nothing has been done to help those Teamsters. They didn't even get one of those nifty RISE trinkets.

Applying the Lessons of the UPS Campaign at Your Workplace

Winning Strong Contracts with Rank and File Power

We all know that "There's strength in unity," and that "The union is only as strong as its weakest link." But what does this mean in practice — especially at contract time? How can we overcome apathy, divisions between employees, and management resistance to win strong contracts?

Rank and file contract campaigns were developed to deal with these challenges. The 1997 UPS contract campaign is an example of a dramatic success. But Teamster members have used rank and file contract campaigns to win higher wages, better working conditions, and a stronger union in many industries and local unions.

Contract campaigns are most effective when local union leaders are behind them. But, rank and file Teamsters have organized successful campaigns even in cases where they didn't have the support of their union officials.

What are the keys to success?

Build a Rank and File Committee

The old approach of a business agent and maybe a few stewards at the bargaining table while the members wait passively is not enough. Contracts campaigns pressure employers by involving the whole workforce.

The standard union structure of executive board, business agent, and stewards needs to be broadened to involve more members in decision making and action.

The first step is to form a contract committee that meets regularly to make plans to keep members informed, organized and involved.

The committee should represent a cross-section of the workforce with members from different departments, job titles and racial and ethnic groups. Where possible, the committee should include stewards, members who are on the bargaining committee and members who do not have these responsibilities and can focus exclusively on the contract campaign.

Keep Members Informed

Fast, effective communication is critical during negotiations. Members are much more likely to participate in actions to pressure the employer if they know what's at stake and what's happening at the bargaining table. Likewise, rumors and misinformation can create disunity.

Your contract committee should plan to use flyers, bargaining updates, e-mail, lunchroom meetings, a phone tree — whatever it takes to keep all members in the loop.

Many reform locals make these kinds of communications a regular part of contract negotiations. But when local leaders are keeping members in the dark, the members themselves can publish their own contract campaign updates to keep members unified and to block potential sellouts on key issues. For sample materials, contact TDU.

Involve Members in Setting and Prioritizing Demands

The typical approach of brainstorming demands at a proposal meeting has two major problems. Many members do not attend these meetings, so right from the start they are not involved in the contract fight.

Also, proposal meetings typically generate a laundry list of demands where everything from critical problems to minor ideas are thrown into the mix. Afterwards, most members have no idea what the real issues are at the bargaining table.

Contract campaigns break with this pattern in two key ways. Member-to-member surveys are used to involve the whole workforce in discussing demands. And, most importantly, priority demands are defined so that the most important issues are put up front and members know what they're fighting for.

Build Unity and Pressure through Membership Action

Every union negotiator starts off bargaining by pounding the table and demanding major improvements, and every employer knows it. Management is looking over the shoulder of the bargaining committee and evaluating if the members are really united and prepared to fight for the union's demands.

That's why it is essential to organize actions that unify members around the bargaining priorities and demonstrate that unity to management.

During their contract campaign against Iowa Beef, Local 556 members used a survey and follow-up meetings to define four priority bargaining goals. As negotiations progressed, the Committee for a Just Contract organized at least one action directly related to each goal. The actions kept members focused on the key issues and told management and old guard officials what issues members wanted addressed in the contract.

Escalate Over Time

Contract campaign actions can include simple things like parking lot meetings, petitions, and rallies outside of negotiations — or creative or confrontational tactics.

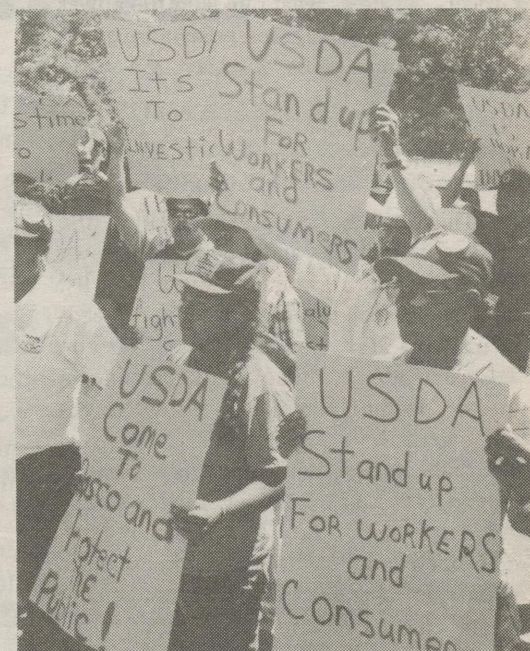
As bargaining heated up at Sikorsky Aircraft, a Local 1150 member called corporate headquarters from the plant while hundreds of workers simultaneously pounded their tools to send management the message that it was time to "hammer out" a fair agreement.

When Coca-Cola tried to scare Local 1035 members by demanding that they turn in their uniforms on the last day of negotiations, the members turned the tables. Declaring that "Coke wants the shirts off our backs," members staged a "Boxer Rebellion" — all leaving work at the end of the day in their boxer shorts in full view of the alerted local media. Management soon came around, and workers won pension benefits for the first time.

To be most effective, your committee should begin with simple actions that members will feel comfortable participating in (like signing a petition) and escalate to actions that require them to go further out on a limb.

Find and Use Pressure Points

Early contract campaign actions should focus on building unity and showing management that members are concerned and involved. But if management



Local 556 members from Iowa Beef organized rank-and-file rallies at USDA centers in three cities to build public support for their demands for a safer and more sanitary workplace.

continues to resist at the bargaining table additional action may be needed to apply direct pressure by affecting the smooth operations of the employer.

Examples include refusing to work overtime (if the contract permits), working exactly to job description, following all safety procedures, and other creative inside strategies that slow production. Reaching out to customers and applying community pressure can also be effective.

Your contract committee, in consultation with members, will have to evaluate the right tactics to use.

Dealing with Retaliation

If and when management retaliates, you need to be prepared to take action in solidarity with co-workers under the gun. The best method is to assemble right away and to follow the worker or workers into the boss's office. If this is not possible, a march on the office during a break or lunch can be just as effective.

Preparing for Negotiations? TDU Can Help!

TDU has been helping members to organize for strong contracts since 1976. Contact our national office to talk to an organizer and schedule a workshop on contract campaigns in your area.

The upcoming TDU Convention will feature several workshops on contract campaigns and winning bargaining strategies. See pages 2-3 for more information.

Local 206 members show how a contract campaign is done. See article page 9.



Northwest flight attendants held simultaneous rallies at airports across the country to unify members and inform customers of the ongoing dispute.

Portland Teamsters Win Industry-Leading Gains at Major Grocery Company

A Contract Campaign in Action

An ongoing contract campaign by Oregon Local 206 members at Unified Western Grocers — the company created by the merger of Certified Grocers and United Grocers — shows what rank and file power can win against an aggressive employer.

As we go to press, members are set to vote on a tentative agreement that would give them an industry-leading contract against the largest grocery cooperative in the West.

"This is Certified Management's first contract in this area and they came to town with tremendous arrogance and a long list of proposed concessions," said Tom Leedham, Local 206 principal officer. "Oregon Teamsters are saying no and demanding an industry-leading contract — and we're going to get it."

Management set their sights on eliminating strong contract language that caps mandatory overtime. The company also demanded more flexible start times, other work-rule changes, and a management rights' clause that would have gutted members' rights.

But members had an agenda of their own. They demanded wage and benefit increases that would match the best in the industry. Other priority demands included an increase in the shift differential, an additional fifth week of vacation, a much-improved wage progression for new hires,

and the same increases for general merchandise workers as for grocery.

These proposals were determined through a bargaining survey that members circulated through a shop floor network. Volunteers, called canvassers, were each responsible for surveying specific coworkers in one-on-one interviews. Between 80 and 90 percent of members participated, depending on department.

Members and management geared up for battle. Unified installed a security fence around the facility. They hired a paramilitary security force which marched through the warehouse dressed in camouflage fatigues. The same security force was deployed to assist managers in taking applications for permanent replacements in case of a strike.

In response, Local 206 members — joined by Teamsters from Locals 162 and 305 — mobilized for demonstrations wherever management tried to take applications, turning almost all of the potential scabs away.

Members organized actions at the warehouse around their priority demands. They sent letters and talked to store owners and warned them that it might be necessary to leaflet customers if Unified did not come to its senses.

As we go to press, workers are set to

vote on an industry-leading contract with \$2.70 in increases over four years — not including a maintenance of health benefits which was also negotiated. The same increases apply to both general merchandise and grocery workers.

The shift differential of 27 cents will be doubled by the end of the contract, and the differential will now be paid as a percentage (2.8 percent of base wage) so

that it will go up with all future wage increases.

The tentative agreement also includes a greatly improved new-hire progression that will result in an immediate \$2-an-hour increase for some members. The fifth week of vacation is also included.

The tentative agreement includes none of the employer's far-reaching demands for concessions.

Hoffa's International Rep and Personal Friend Mike Bane Guilty of Lying about Mob Ties

Hoffa ally ousted from Teamsters local post

www.theoaklandpress.com

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FROM PAGE A-1

Teamsters critic says incident shows that Hoffa's union is corrupt

dence gathered from court-approved wiretaps by FBI agents monitoring organized crime activity around Detroit, authorities said.

"He failed to cooperate with the IRB (review board) and gave intentionally misleading testimony at his October 6, 2000, sworn examination concerning his knowledge of and relationship with Vincent Meli, Vito William Giacalone, Anthony LaPiana Jr. and Nove Tocco," the review board decision noted.

Meli, Giacalone, LaPiana and Tocco all have been identified as organized crime figures by the FBI, the board's report said.

"The testimony of Bane was intended to mislead the IRB concerning his connections, present or past, with members of the Detroit La Cosa Nostra family," the decision said.

"The 54-year-old Bane could not be reached for comment but he had denied the allegations when he was originally charged last December.

It was front page news in the Detroit area on July 20 when Local 614 president-Mike Bane was expelled from the Teamsters for lying under oath about organized crime ties.

Bane is a life-long friend of James Hoffa, and Hoffa rewarded him with a multiple salary as an International representative. Two cronies of Bane from Local 614 are still getting multiple salaries from Hoffa. Hoffa transferred into Bane's Pontiac local a few years ago.

Bane, his father, and his brother have been convicted for serious crimes against union members.

Local official had contacts with organized crime, review board says

By JOSEPH SZCZESNY
Press Automotive Editor

PONTIAC — The top officer of Teamsters Local 614 in Pontiac and close associate of Teamster President James P. Hoffa has been removed from office by the Independent

had nearly 4,000 members in Oakland and Macomb counties for most of the past 30 years. Hoffa himself is a member of the local.

The order removing Bane was signed by all three members of the review board, which has removed dozens of Teamsters from office since it was set up under a consent decree signed by Teamster's International Board of Trustees in the late 1980s and

Wisconsin Health Fund

Perks for Officers Mean Cuts for Members

The Wisconsin Health Fund recently announced dramatic cuts in retirees' health benefits, citing a financial crisis.

According to financial reports filed by Milwaukee Local 200 with the Department of Labor (DOL), the fund is paying the local \$45,000 a month in rent for the building that houses the fund's clinic.

Local 200 owns the building, which is paid for. Rental payments of \$45,000 a month are far above market value in the area. The \$540,000 a year from the Health Fund goes in Local 200's general fund.

While retirees struggle under benefit cuts, the inflated rent payments to Local 200 are being used to fund extra perks for officers and business agents of the local, such as free lunches, unlimited expense accounts, and an extra pension. The extra pension pays 12 percent of an official's salary into a trust fund, along with six percent funded by the official. The trust fund pays the officials a lump sum severance when they leave office.

Most locals covered by the Wisconsin Health Fund have begun to negotiate local contracts into the Central States fund to protect members' benefits, and are in favor of a merger of the Wisconsin Fund into Central States. Local 200 officials, however, want to keep the Wisconsin

Fund as it is — and keep their extra perks.

DOL Investigating Fund

Contrary to a notice distributed to Local 200 stewards on June 15, the DOL is conducting an investigation of the fund.

The letter from the local stated that the fund had received a "clean bill of health" after an audit that concluded early this year.

But regional director of the DOL Pension and Welfare Benefits Administration Kenneth Bazar, responding to a Freedom of Information request, told members that the information was being withheld due to an ongoing enforcement proceeding.

Members also have obtained a copy of a letter from the fund's independent accountants to the trustees which states that as of 1999 the fund did not conform to Generally Accepted Accounting Principles and would have to change in 2000. When that change is implemented, as required by the DOL, the already weak condition reported by the fund will be significantly worse (Both letters are available from TDU.)

Concerned members formed RAM (Retirees and Members) to protest the fund's benefit cuts and call for the merger with Central States.

Hoffa Campaign Found Guilty of Intimidating Voters

"At this stage in the democratic movement within the IBT, it should hardly be a controversial notion that voters must be permitted the unimpeded and uncoerced opportunity to exercise their suffrage. However, the Hoffa slate has contested ... this fundamental democratic idea."

—From Election Administrator decision EAD 410, July 19, 2001

Hoffa slate candidate James Santangelo and Hoffa campaign manager Todd Thompson have been found guilty of interfering with and intimidating Teamster delegates on their way to vote to nominate Regional Vice Presidents at the IBT Convention on June 27.

Their goal was to intimidate just enough delegates to block the Leedham slate from being nominated, so they could have a one-party election. They organized a mob in the hallway leading to the voting area. Any delegates not wearing Hoffa paraphernalia were jeered at and forced to walk through a narrow gauntlet. Hoffa supporters surrounded one reform delegate, Sharon Anderson of Seattle Local 174, as a Hoffa official told her, "You don't want to vote now."

Santangelo, Thompson, and Hoffa slate candidate Randy Cammack and Cammack's Local 63 business agents were also caught in repeated lies in an attempt to cover up their foul deeds.

Their carefully rehearsed lies were exposed when the Election Administrator viewed video footage of the disruption.

Perhaps even worse, IBT attorneys paid by your union dues submitted a statement to the EA attempting to justify the Hoffa campaign's intimidation of voters.

These are not just a few thugs who got out of hand. These are top officers of our union. They are the people behind the RISE program, supposedly about ethics. They pretend they are for our right to vote, but then organize mobs to intimidate voters and line up their flunkies to tell rehearsed lies to election officers.

All Teamsters concerned about the future of democracy in our union should read the legal decision, EAD 410, available at www.ibtvote.org, or from TDU.

Some courageous Teamsters stood up to a mob to make sure you would have a choice in this fall's election.

Get involved in the campaign. It's up to us to kick these thugs out of the Marble Palace and replace them with leaders who respect your right to vote.

Interview with Tom Leedham

'The Difference Between a Proven Track Record and PR'

Convoy Dispatch caught up with Tom Leedham as he was on his way to Illinois in his campaign for Teamster General President. He had just completed a campaign swing through New York and Pennsylvania.

We believe Teamster members should evaluate the views and plans of both candidates, and have extended the same opportunity to James Hoffa. If he accepts our interview offer, that will appear in our September edition.

What is the state of the Teamsters union? What issues are we facing?

During the last two and a half years, while the economy has boomed, our union has negotiated weak contracts and seen working conditions deteriorate in industry after industry. With a recession at hand, our top union leadership has no vision for winning strong contracts and building the Teamster power that Hoffa promised.

I've visited hundreds of worksites and talked with thousands of Teamsters during this campaign. In Chicago, members asked me about the exploding cost of health benefits and Teamster funds that are going belly up. In Pennsylvania and Detroit, Los Angeles and Memphis, freight Teamsters want to talk about the crumbling campaign at Overnite and how we can organize the nonunion competition that is undercutting Teamster contracts.

Everywhere I go members complain about a management-dominated grievance procedure and the lack of a strong strike fund to back us up at the bargaining table.

How can we win strong contracts? That's the number one question I get.

There are real answers. Right now at Local 206, we're taking on the largest grocery co-op in the West in an aggressive contract campaign that's put Teamster members in action. When management hired a paramilitary security force to intimidate members and recruit scabs, we mobilized demonstrations that drove potential scabs away. We organized a series of worksite actions and visited store managers.

As a result of our mobilization campaign, management has dropped every concessionary demand they had on the table and offered Teamster members an industry-leading contract.

I've negotiated hundreds of successful contracts this way. My opponent has negotiated three contracts in his life and they have all been failures. That's the difference between a proven record and empty PR.

How will you build unity?

We need the unity of Teamster members in action. Like the UPS strike. That strike showed that divisions can be overcome when Teamster members and officers are mobilizing for a common goal.

Hoffa's unity of officials is a paper tiger. Look at the Teamster Convention. Hoffa had 90 percent of the delegates and spent \$10 million of our dues money. Members got no strike benefit increase, no new organizing drives, no UPS contract campaign. Nothing.

You were Vice President during Ron Carey's second term. What do you take from that experience? How would your administration be different?

Our union made many important advances from 1991 to 1998. We need to build on what was best and avoid the mistakes.

We ended an era of weak bargaining and major concessions in our national agreements. We pushed give-backs off the bargaining table and won big improvements.

We got rid of the area conferences and froze contributions to the Teamster Affiliates Pension Plan. Multiple salaries and officer salaries were cut. Under Hoffa the waste is back bigger than ever. We need to finish the job of cutting the fat.

A major problem in those years was weak leadership in freight and carhaul. Management dominated grievance panels. We've got to institute reforms that will put teeth back in the grievance procedure.

As a simple example, it is outrageous that members don't have access to grievance panel decisions through a centralized, computerized grievance-tracking system. We will put that in place immediately.

Hoffa claims that you were part of the scandal involving Carey.

My name has never been mentioned or associated with any wrongdoing. I have never once even been questioned by authorities regarding the scandal that ended that administration. This is just feeble character assassination because Hoffa is afraid to debate the real issues.

What is your plan for getting the government out of the Teamsters?

First, we will take the politics out of anti-corruption efforts by creating an independent body to investigate and rule on charges. Second, we will guard against future corruption by expanding Teamster members' rights within the union. We proposed a Teamster Bill of Rights at the convention. Hoffa rejected it. My administration will make information available to the members and put in place important rights, like the right to mail-ballot elections, conducted by independent agencies, for all local union



Tom Leedham, second from left, talking to members about the issues before our union.

elections. The International Union has to give members the democratic tools they need to guard against corruption and vote corrupt officials out.

How will you deal with the UPS contract?

I will launch an aggressive contract campaign that involves Teamster members. Hoffa will have only the trappings of a campaign: stickers, bulletins, PR and meetings. He brags that officers are united. Well in the 1980s officers were united and UPS members got shafted. Without rank and file organization you can't win against UPS. Period.

I have a track record. I've worked as a Teamster and know what it's like to lift boxes for ten hours a day. I've organized rank and file contract campaigns that won industry-leading contracts. I was on the UPS picket line in '97. Hoffa was on CNN badmouthing the strike. I think that makes the choice pretty clear.

How strong is your support? Hoffa has the support of most local officials, how can you overcome this?

Working Teamsters will decide this election. In 1991 the Carey Slate had the support of fewer local officers than we do today. Yet they won because rank and file Teamsters made it their business to make it happen. In 1998, with little name recognition or time, we took 40 percent of the vote in a three-way race and won outright in UPS and carhaul. In freight we came very close.

This time around, our campaign is stronger. Grassroots enthusiasm has faded in the Hoffa camp. We can win if working Teamsters spread the word, get out the vote, and make this campaign their own.

What will your first steps be after

winning office?

I will make winning strong contracts and organizing the nonunion competition our top priorities. We will scrutinize every dollar being spent by the IBT. We won't spend one dollar that isn't going to work directly for the members. Salaries and perks for officers will be cut. We need that money for organizing and a strike fund.

I will immediately set up a UPS contract network and make the UPS contract the top priority for International representatives and IBT departments. Rank and file UPS Teamsters will be recruited immediately to work as contract campaign coordinators.

In our first year, we will train 1,000 Teamsters as organizers. We will launch strategic organizing drives, including a National Freight Organizing Campaign. The International will provide the resources and coordination rank and file members and locals need to win organizing drives.

The freight contract campaign will be started immediately. Subcontracting issues plaguing freight Teamsters will be a big target. The change of operations committees will be revised with strong guidelines and firm leadership.

Resources will be devoted to fighting the loss of Teamster carhaul jobs to nonunion outfits and the gutting of our best contracts in grocery and warehousing. I will see that aggressive national campaigns are put in place immediately.

We won't solve every problem overnight. But we can make dramatic progress if we meet challenges head on using rank and file power. We most definitely won't snow Teamsters with PR and double-talk. That's gotten our union nowhere fast.

Teamsters who think that chanting a leaders name is enough to build Teamster power should vote for Hoffa. Teamsters who want action should vote for the Tom Leedham Rank and File Power Slate.

Letters From Our Members

Memorial to a TDU Founder

Detroit Local 247 Teamster and TDU founder Gary Wade died on May 22.

Gary was a friend of mine and to so many other Teamsters that he selflessly helped over the years. Any Teamster in need, on a picket line, organizing drive, or other campaign, could always count on Gary's time, energy and money.

His leadership in rank and file negotiating committees in 1979 led to the first, and very successful, strike at Detroit Ready Mix Concrete and yielded dramatic gains in wages and pensions. Elected negotiating committees defended these gains against concessions throughout the 1980s.

Some of Gary's Teamster friends are earmarking memorial donations to TDU, which will be noted in this year's TDU Convention program book.

Donations may be sent to TDU at PO Box 10128, Detroit, Mich. 48210 and should be noted as in memory of Gary Wade.

Steve Kindred
Local 805, Stomel
New York

A Tough Battle But We Can Do It

I am proud to have served as a Rank & File Power delegate to the Teamster Convention in Las Vegas.

Hoffa's version of unity and democracy meant cutting off debate on important issues facing our union and walking out of the convention rather than listen to an opposing point of view.

But reform delegates were the voice of the members on the convention floor. We were well organized, well spoken, and, most of all, relentless. We spoke to the issues, and nominated the Rank & File Power Slate.

Now we have a tough battle ahead of us in the next four months. But we can do it.

We have the inspiration. We know we are taking the high road in this election, and that our message will ring true with rank and file Teamsters.

We have the determination. We won't quit until the last flyer is distributed, the last contribution dollar collected, and the last vote counted.

We have the resolve. The officers who support Hoffa don't have it.

As for energy, we are the power that runs this union every day. We have what it takes to go out and walk the walk, and talk the talk.

Our message of rank and file power is solid. Victory will be ours in November.

Ashley McNeely
Local 2000 Convention Delegate
Honolulu

Workers' Benefits Under Attack

In the spring of 1935, while working as a research assistant in Washington, D.C., I was privileged to sit at a table in the old Occident Restaurant while Senator Robert Wagner, Owen D. Young, CEO of G.E., Major George Berry, president of the Pressman's Union, FBI Director J. Edgar Hoover, and labor expert Msgr. John A. Ryan met for dinner to discuss the serious strikes and sit-ins going on in many of the industrial centers of the country.

The idea of the National Labor Relations Board as suggested by Sen. Wagner was the main item of discussion. Owen D. Young was urging Sen. Wagner to proceed with his legislation and that it was urgent at that critical time in our country to provide a manner in which labor disputes over organizing could be settled in a peaceful manner. Mr. Young elaborated on the fact that as a democracy the right to vote was a way of life for our country, and therefore employees should have the right to vote for the representatives of their choice in the workplace.

Sixty-five years later democracy in the workplace is now all but nonexistent. A vast and highly

profitable network of lawyers and so-called human resource consultants has developed and they utilize every device conceivable to frustrate and disrupt any attempt by employees to organize.

Today we have social security, unemployment compensation, health and welfare benefits, paid vacations, etc., only because of the struggles of the workers and their unions during the 1930-1940 period. Many were beaten and even killed in those efforts which now benefit us all, union and nonunion.

Those presently in the workforce had better understand this history, for without the strength of organization, all present benefits may be lost, especially at a time when the present Secretary of the Treasury has reportedly questioned even a need for social security or Medicare.

His theory is that workers should save enough to take care of all such matters. He fails to mention that his pension from his last employer is \$925,000 per year and that he has assets of over 50 million dollars.

Workers beware, for all your benefits, at work and governmental, are under attack.

Walter G. Hooke
Cambridge, N.Y.

Mr. Hooke is long retired from the personnel department of UPS.

What Are They Afraid Of?

I was an elected delegate to the Teamster Convention in Las Vegas. I was shocked by the lack of respect I saw from yellow-vested Hoffa delegates who interrupted, booed or blew whistles while other delegates tried to speak at the mike.

I heard delegates in yellow vests making racist comments while Brother Melquiadez Pereyra stood to nominate Maria Martinez in his native language and then interrupting while his words were being translated. It should have been important to them to know what he said. That would have been respect. I saw a room full of yellow vested delegates get up and walk out when Tom Leedham came to the mike to give his acceptance speech. It should have been important to them to hear what he had to say too. That would have been respect.

This wasn't respect, or democracy or unity. The Hoffa supporters seemed to fear open debate, and anyone with an opposing viewpoint. What are they afraid of?

Mary Lang
Local 174, King County
Seattle

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Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in November 2000 for one year. Our Rank & File Convention had over 400 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

TDU International Steering Committee

Co-Chairs:

Dan Campbell, Chicago, Local 705
Joe Fahey, Watsonville, Calif., Local 912
Ashley McNeely, Minneapolis Local 2000
Michael Savoir, Kansas City, Mo., Local 41

Organizer:

Ken Paff, Detroit

Trustees:

Erik Jensen, Minneapolis Local 320
Matt Latzo, Baltimore Local 355
Joyce Mims, Atlanta Local 728 spouse

Members:

Homer Lambert, Chicago Local 743
Maria Martinez, Pasco, Wash., Local 556
Raul Rodriguez, Jr., Los Angeles Local 630
Michael Ruscigno, New York Local 802
Lorene Scheer, Seattle Local 174
Willie Smith, Columbus Local 413
Chris Sullivan, New York City Local 237

Alternates:

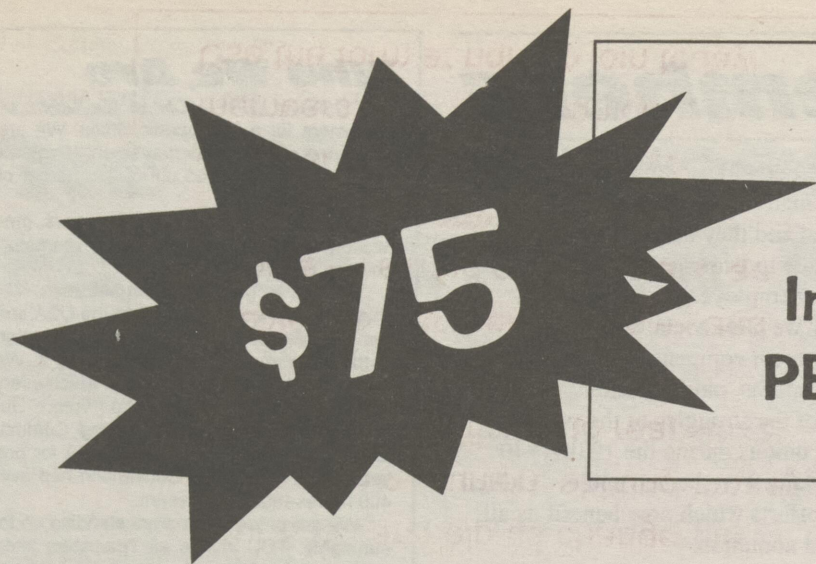
Alex Adams, Cleveland Local 407
Tom Sheibley, Brockton, Mass., Local 653

How to Contact TDU

We want to hear from you. Contact us at the address below for more information about TDU, or to send us articles or letters.

National Office: P.O. Box 10128, Detroit, Mich., 48210. Phone: (313) 842-2600. Fax: (313) 842-0227. TDU can be contacted by e-mail at: tdudetroit@tdu.org or on the World Wide Web at: www.tdu.org

NY Office: P.O. Box 170131, Brooklyn, N.Y. 11217. Phone: (718) 624-7746. Fax: (718) 875-9336. E-mail: tdueast@igc.org



Amount that Hoffa's
friends who work for the
International Union get
PER DAY for meal expenses.

Amount that striking Teamsters
get PER WEEK from the
International Union to feed their
families and pay the bills.



**Cost PER YEAR to
join TDU, the Teamster
reform movement.**

Your \$35 can help us change the
priorities in our union, shifting money
from perks for officials to real strike
benefits, contract campaigns that
involve the members to win — and
enforce — strong contracts and an
organizing program that taps our
greatest resource, rank and file
members, to build our union.
Use the form at right to join today!

JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Phone (_____) _____ Company _____

e-mail address _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production

other _____

___ \$35 one-year membership & subscription to *Convoy Dispatch*.

___ \$85 three-year membership fee. (\$10 shall be rebated to the local chapter)

___ \$20 for spouses, and Teamsters who gross less than \$17,000 a year.

___ \$20 for retirees. Retired from Local _____

Check or money order

Mastercard/Visa # _____ Exp. date ____/____/____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210 • 313-842-2600

TDU membership is kept confidential. TDU solicits and accepts membership applications and donations only from Teamsters, retired Teamsters and spouses who are not employers. Only funds from Teamster members and their spouses can be used for campaign purposes.